

**The Role of Organizational Support on Teleworkers' Psychological
Strain a Case of Employees in Company X**

THESIS

**In Order To Fulfill The Requirement To Achieve a Degree (S1)
Department Of Management
Faculty of Business and Economics Universitas Atma Jaya Yogyakarta**



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NPM : 161222502

**FACULTY OF BUSINESS AND ECONOMICS
UNIVERSITAS ATMA JAYA YOGYAKARTA
YOGYAKARTA,
2022**

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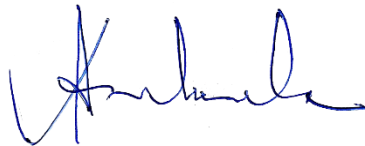
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Yogyakarta, 26 March 2022



Letter of Statement
No. 515/J/I

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AUTHENTICITY ACKNOWLEDGEMENT

I with this declare that the undergraduate thesis with the following title:

**“The Role of Organizational Support on Teleworkers’ Psychological Strain a
Case of Employees in Company X”**

is my original and true piece of work.

I admit that this thesis does not contain other people’s work, except for those that have been cited. All secondary sources used in this research have been fully acknowledged and referenced.

I certify that the content of this thesis has not been submitted previously, in whole or in part, to qualify for any other academic institution and that the university and faculty's ethics procedure and thesis writing guidelines have been followed carefully.

I am fully aware that any violation of the processes and rules have consequences.

Bryan Christian



Semarang, 26 March 2022

ACKNOWLEDGEMENT

First of all, the author of this thesis research wishes to express gratitude to Jesus Christ for His graces and mercy, as well as to Holy Mother Maria for her blessings, kindness, and guidance in completing this thesis. This thesis is mandatory to fulfilled one of the academic requirements for graduating from Universitas Atma Jaya Yogyakarta's Bachelor of International Business Management Program. The author therefore has written this thesis under the title of:

**The Role of Organizational Support on Teleworkers' Psychological Strain a
Case of Employees in Company X**

Throughout the process of writing this thesis, the author received many supports and assistance from many people. Hence, the author has dedicated these pages to expressing his gratitude and admiration for:

1. My thesis supervisor, Dr. M. Parnawa Putranta, M.B.A, Ph.D. Who has guided me from the very beginning until this the completion of this thesis. Thank you for everything.
2. My beloved family, Papa, Mama, Nico, Michael, Lia and Jane who always give strength, support, and prayers for me to finish my study.

3. My good friends, Leon, Michelle, William, Harman, Vico, Nessia, Marcel, Dea, Dodo, Evan, Kero, and many other friends who cannot be named one by one, those who always be there with me in every situation.
4. My foreign friends who have made my exchange experience became memorable and motivates me to finish my study: Julia, Rachel, Jun Yu, Anna and others.
5. To my Korean friends who gave me their support and their kindness during the student exchange program.
6. For all the lecturers in Universitas Atma Jaya Yogyakarta who have patiently taught me many knowledges during my study in University.
7. My classmates in IBMP 2016, who have been through many experience together for 4 years of study.
8. The respondents of this thesis who spared time to fill the author questionnaire, so that the author can collect the data to be processed.
9. All other parties who helped the author in completing this thesis that cannot be mentioned one by one.

Finally, the author of this research realizes that this thesis is not flawless. Thus, the author willingly to accepts any criticism and suggestions that can improve this thesis, so this thesis can be more reliable for both theoretical and practical knowledge. Hopefully, this thesis will be much useful for many parties in the future.

**The Role of Organizational Support on Teleworkers' Psychological Strain a
Case of Employees in Company X**

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ABSTRACT

The key purpose of this research is to investigate the effect of organizational social support and specific teleworker support towards psychological strain of teleworkers in an automotive company. The research type is empirical research that explains and take conclusion based on empirical evidence. Non-probability sampling specifically in purposive sampling used as a sampling method with 84 home-based teleworkers respondents. This study used SPSS as the main analysis tool to assess and calculate data.

The result shows that both organizational social support and teleworker support have significant inverse effect towards psychological strain of teleworkers. Therefore, it is crucial for the companies to provide the needed social and teleworker supports knowing that covid-19 situation has forced them to choose work from home as their main and alternative work arrangement. The results of this research could help the company that conducts home-based telecommuting to prepare and always consider of their employees' wellbeing knowing that teleworkers are prone to feel socially isolated.

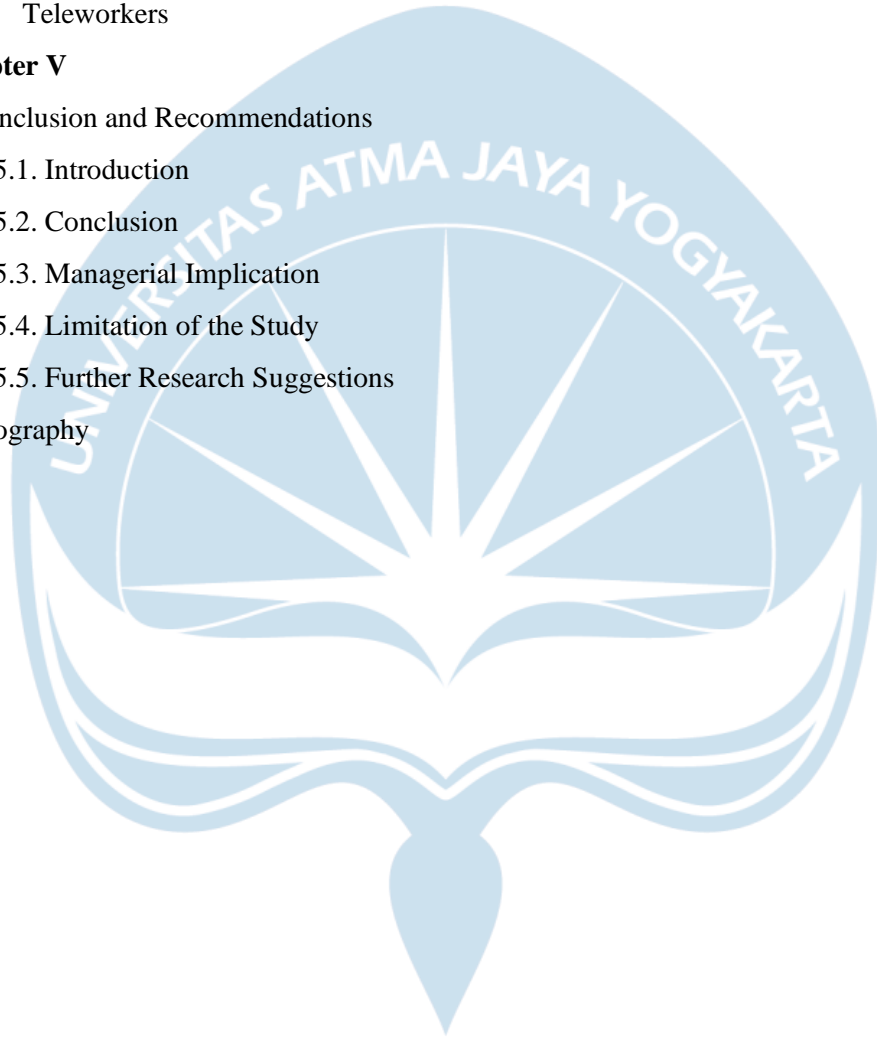
Keyword: *Organizational Social Support, Teleworkers, Social Isolation.*

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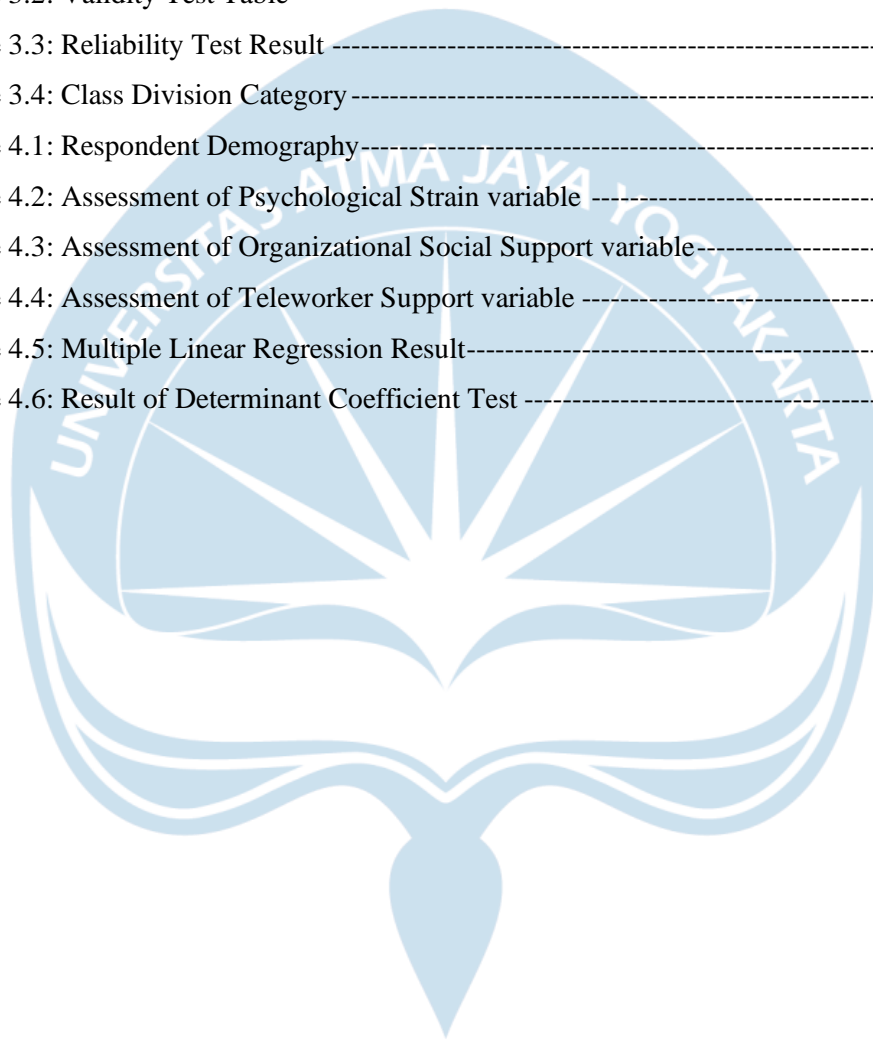
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